



THE OHIO
WOMEN'S
PUBLIC POLICY NETWORK

131ST GENERAL ASSEMBLY
WOMEN'S ECONOMIC SECURITY SCORECARD

EXECUTIVE SUMMARY: HOW OHIO LAWMAKERS PERFORMED ON OUR ISSUES

The chart below outlines the Women's Economic Security policy agenda, agreed upon by members of the Women's Public Policy Network. Grades indicate how Ohio's 131st General Assembly performed in working to achieve these goals.

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| A | Real, substantial progress made toward achieving policy goal |
| B | Minor or incremental progress made toward policy goal |
| C | Serious legislative attempts at progress |
| D | Unserious or no attempts at progress |
| F | Hostile legislative environment/policy change in wrong direction |

Promoting Economic Security for Women and Families



Ensuring Fairness and Opportunity in the Workplace



Improving Women's Health and Well-Being



WOMEN'S ECONOMIC SECURITY AGENDA

The Women's Economic Security policy agenda of the Women's Public Policy Network is made up of three main areas: promoting economic security for women and families, ensuring fairness and opportunity in the workplace and improving women's health and well-being. We reviewed the accomplishments of the 131st

General Assembly (comprised of the 99-member House of Representatives and 33-member Senate) toward accomplishing each of our policy goals. Their efforts and our rationale for scoring are described below. An appendix follows detailing each bill that was introduced and its final status.

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| A | Real, substantial progress made toward achieving policy goal |
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Promoting Economic Security for Women and Families

Increase the minimum wage - Grade: F

Three bills to increase Ohio's minimum wage have been introduced with none clearing committee. No serious attempt was made by the legislature; only two hearing were held between the three bills. During the lame duck session, Senate Bill 331, a bill dealing with local control for municipalities, had an amendment added which prohibits local communities from passing minimum wage increases. The bill passed out of the legislature and was signed by the Governor.

Improve the state earned income tax credit to benefit more working women - Grade: D

The General Assembly has not taken meaningful steps toward making the credit refundable or to eliminate the income cap on the tax credit aimed at keeping working people out of poverty. One bill was introduced, but only the preliminary sponsor hearing was held.

Increase access to paid sick and family leave - Grade: F

The 131st General Assembly saw the introduction of paid family leave bills in both chambers, but the proposals remain stuck in legislative committees. The bill regulating local control (SB 331), which was passed out of the legislature and signed by the Governor, included another amendment prohibiting cities from enacting measures requiring employers in their jurisdiction to provide paid family leave or paid sick leave to their employees.

Increase affordability of childcare, expand public preschool - Grade: B

The biennial budget includes a boost of \$118.9 million for early care and learning, as compared to the prior two-year budget for FY 2014-15. This new investment will be used to improve enrollment in prekindergarten, provide a small increase in initial childcare eligibility, eliminate co-pays for the poorest and smooth the childcare "cliff." Even with these changes, Ohio remains in the bottom fifth of states in terms of helping families with the steep cost of childcare.

Of the additional funding, about \$70 million goes for public pre-K, an investment that will increase available public preschool slots by 17,000. That said, Ohio remains very low in the number of low-income kids enrolled in pre-K compared to other large states.

House Bill 530 would provide working women with the ability to send their sick children that are of school age to a sick-child care center, rather than missing work due to a sick child unable to attend school. The bill did not move out of committee.

Ensure pension protection and retirement security - Grade: D

A House amendment to the state budget (HB64) would have banned charter school teachers from joining the state pension system if they attempted to join a union, but it was removed by the Senate. No other legislation on this issue was taken up by the legislature.

Ensuring Fairness and Opportunity in the Workplace

Ensure pay equity for all women by protecting against pay discrimination on the basis of gender, race, color, religion, sexual orientation, national origin, age, or disability - Grade: D

Three measures to address pay disparities were introduced, but none were advanced by GOP-led committees. A floor amendment to the budget, which would have required salary audits of state contractors showing gender and racial pay differentials and to prohibit retaliation against workers who discuss their pay, was tabled by the majority.

Promote fair and flexible work schedules - Grade: F

A bill (SB 331) on local control was passed and signed by the Governor with an amendment that would prohibit cities from enacting fair scheduling protections that go beyond state or federal laws.

No proactive legislation was introduced in Ohio to address increasingly widespread scheduling practices that result in hourly shift workers having little notice or control over their schedules or pay. Practices like posting schedules at the last minute, assigning on-call shifts when workers need to be available but have no guarantee of actual work (or pay), and sending workers home early for work without pay create real challenges to workers, both logistically and financially.

Protect the rights of workers to organize and bargain collectively for fair wages, benefits, and working conditions - Grade: D

“Right to work” legislation to prohibit the mandatory collection of union dues from employees who elect not to join a labor union was introduced, but did not advance out of committee. The proposal would significantly undermine collective bargaining power of unions as their membership would be expected to decline. An amendment to the two-year state budget limiting the rights of university faculty to join a union was adopted by the House, but was removed in the Senate.

No proactive legislation on this issue was introduced in the 131st General Assembly.

Support breastfeeding mothers in the workplace - Grade: D

Senate Bill 301 requires employers to provide basic accommodations for pregnant and breastfeeding women in the workplace. In a committee hearing during lame duck, a substitute version of the bill was introduced. It aligns with the current Ohio civil rights laws remedies, creates a statute of limitations of one year on claims, and provides employers with additional reasonable accommodations protections,

such as the option to require documentation from a health care provider. HB 513 allows women who are breastfeeding to be excused from Jury service, but failed to move out of committee.

A set of companion bills that would create a statewide family and medical leave insurance program (HB 511, SB 307) failed to gain traction in the legislature, both receiving only a sponsor hearing. This policy would allow for new mothers to take paid time off following the birth of a child, and has been proven to increase breastfeeding rates and duration.

Protect against discrimination on the basis of pregnancy or caregiver status - Grade: C

Senate Bill 301 provides that pregnant women are afforded basic accommodation in the workplace. The bipartisan bill, sponsored by every female Senator, received four hearings but was not given a vote in committee. In a committee hearing during lame duck, a substitute version of the bill was introduced. It aligns with the current Ohio civil rights laws remedies, creates a statute of limitations of one year on claims, and provides employers with additional reasonable accommodations protections, such as the option to require documentation from a health care provider.

Study ways to eliminate barriers to women's career advancement - Grade: D

No legislation was introduced in the 131st General Assembly.

Promote ways to ensure opportunity for women to advance and excel in the business and entrepreneurial sector - Grade: D

No serious legislation targeting systemic barriers to inclusion and success of women in the business and entrepreneurial sectors has been introduced. The House, but not the Senate, adopted a bill that would establish a week recognizing women's entrepreneurship and establishing an entrepreneurship competition every two years. Two largely symbolic, non-binding resolutions that urged gender equity on corporate boards were not advanced by the legislature and only received one hearing among the two resolutions.

While our policy goals were not substantively advanced, these bills are evidence that this area is gaining higher visibility in the legislature.

Protect against discrimination against survivors of sexual and domestic violence in housing and the workplace - Grade: D

Senate Bill 284, which would allow the victims of human trafficking to have their records expunged prior to seeking employment, was passed by the Senate, but only received one committee hearing in the House.

Prevent sexual harassment and violence in the workplace - Grade: D

No legislation was introduced in the 131st General Assembly.

Protect against discrimination in the workplace on the basis of sexual orientation or gender identity - Grade: D

The House failed to move HB 389, which would have made Ohio the 24th state to enact comprehensive LGBT non-discrimination legislation.

HB 357 is a Republican backed non-discrimination bill. HB 357 achieves several of the same effects of HB 389, with important shortcomings: it fails to include protections for transgendered people, does not include public accommodations, and introduces religious exemptions for service providers.

SB 318 amends Ohio's employment-discrimination law to expressly include LGBT rights, but failed to even receive a committee hearing.

Only two hearings were held among the three bills.

Improving Women's Health and Well-Being

Preserve access to and increase affordability of comprehensive healthcare for low-income and working women - Grade: F

House Bill 294, enacted into law by the 131st General Assembly, blocks Ohio Department of Health administered funding to any entity that performs or promotes abortion or any entity that contracts with another entity that performs or promotes abortion. This bill was aimed at removing funding from Planned Parenthood that is currently used for programs targeting cancer, STDs, rape prevention education and infant mortality. The state's two-year state budget (HB 64) included a requirement that low-income women pay a portion of the cost of Medicaid or risk losing coverage. Experts note that the proposal will result in the loss of coverage for many low-income Ohioans.

The Kasich administration proposed eliminating standalone Medicaid programs for pregnant women and for family planning services in their biennial budget proposal. A House amendment to HB64 would have preserved eligibility for pregnant women, as long as the state's infant mortality rate remained above 6 per 1,000 live births, but the majority voted to table (set aside) the measure. The Senate later restored eligibility for pregnant women, but the final budget eliminated the family planning program. A bill (SB9) that would provide Medicaid coverage for new mothers and women who may become pregnant in communities where a high risk of infant mortality has been found failed to advance out of committee.

Several proposals were introduced that would make contraception and reproductive healthcare more affordable (HB356, HB272, HB360) or to block funding from providers that provide medically inaccurate information (HB376), but none were given serious consideration at the committee level. In fact, only one of the bills (HB 272) even received a hearing in committee.

Protect against cultural barriers for obtaining healthcare services - Grade: D

Little movement has occurred in this arena. Only one bill (HB514) was introduced during the session, focused on adding training in gender and race-based disparities in treatment to licensing requirements for medical professionals. The measure did not move out of committee; only receiving a preliminary sponsor hearing.

Keep lawmakers and employers out of healthcare decisions - Grade: F

Legislation (SB 68) to prevent workplace discrimination on the basis of reproductive health decisions was introduced but stalled in committee, receiving only one hearing. Meanwhile, four separate bills to ban abortion (HB 135, HB 69, HB 117, SB 127) were introduced, including one banning abortion following a prenatal diagnosis of Down syndrome (HB 135).

Senate Bill 127, banning all abortions after 20-weeks with no exceptions for rape or incest, was passed out of both chambers and signed by the Governor. Less than two percent of all abortions take place at 20 weeks or later, and often times the reason women seek abortions at this point is due to a medical complication with a wanted pregnancy. The legislature refused to add exceptions for fetal anomalies, which are often unable to be detected until around the 20-week point.

During lame duck session, HB 69 - or the 'Heartbeat Bill' - banning abortions as soon as a heartbeat is detected, as early six-weeks, was added as an amendment to a bill originally intended to update reporting laws for child abuse and neglect (HB 493). The bill was passed out of both chambers of the legislature, but the 'Heartbeat Bill' language was line-item vetoed by the Governor before it was signed into law.

In addition to these four bans, five more bills were introduced imposing medically unnecessary regulations on abortion providers (HB 255, HB 417, HB 419, SB 203, SB 254). Of these five bills, only one failed to receive at least one committee hearing with one passing out of the Senate (SB 254) and two receiving votes out of their respective committee (HB 417, HB 419).

Restore access to contraception, abortion, and other reproductive healthcare services - Grade: F

The 2015-2016 Budget included further limits on abortion clinics, aimed at closing Dayton, Toledo and Cincinnati facilities. The budget also re-allocated \$1 million from programs serving low income women and their children to crisis pregnancy centers.

A number of proposals to restore access to reproductive health services (HB132, HB356, HB357, HB370, HB376, HB408, and SB101) were introduced in the legislature, but only three bills received one committee hearing each, and none made it out of committee.

The Governor did sign HB 124 into law, allowing doctors to write prescriptions for the partner of an individual diagnosed with chlamydia, gonorrhea, or trichomoniasis. This will increase access to the drugs to treat these common infections and reduce infection rates.

Ensure the physical and mental health needs of survivors of sexual and domestic violence are met without cost to the survivor, and the crimes against them are investigated - Grade: B

The 131st General Assembly revised Ohio law to extend the criminal statute of limitations for prosecuting rape and sexual battery cases from 20 to 25 years, including an additional extension for cases involving DNA evidence (House Bill 6). A substantially similar bill (SB13) was also considered in both chambers.

The two-year state budget included funding addressing campus sexual assault response on Ohio's college and university campuses.

The House passed a measure (HB362) to expand Ohio's Domestic Violence statute by the inclusion of strangulation, but the bill failed to go anywhere in the Senate. House Bill 234, which would eliminate the statute of limitations on rape as well as end the spousal exemption for rape and sexual battery, received just one hearing.

Proposals to provide emergency contraception after a sexual assault (HB132, SB101), and a proposal to collect DNA samples from those convicted of misdemeanor sex offenses (HB 283) went nowhere in the 131st General Assembly.

At the same time, the two abortion bans passed out of the legislature – one of which was signed into law by the Governor – do not include exceptions for victims of rape or incest.

Support community programs that prevent sexual and domestic violence such as healthy relationship education - Grade: B

Ohio lawmakers made two steps forward and took one step back in their support for community education programs. The two-year state budget included increased funding for rape crisis centers and new funding addressing campus sexual assault, both of which offer evidence-based sexual assault prevention education programs.

House Bill 85 would extend age-appropriate instruction in child sexual abuse and sexual violence prevention to younger students as part of Ohio's school curriculum. The measure passed the Ohio House, but failed to advance out of the Senate.

At the same time, House Bill 294, which blocks funding to Planned Parenthood and other abortion services providers, was passed and signed by the Governor and will result in a loss of funding to some programs providing evidence-based rape prevention education.

Protect sexual and domestic violence and stalking survivors - Grade: B

Overall, protection of survivors has become the focus of legislative activity on both sides of the aisle. With a few exceptions, however, the legislature failed to translate this political will into legislative action. Four bills (HB 193, HB 359, SB 83 and SB 222) were introduced to establish confidential addresses for survivors, and HB 359 was enacted into law. House Bill 151, increasing penalties for stalking and harassment, and HB 451, which would prohibit an individual that is under a protection order from deciding whether or not to provide life sustaining care for a relative that is the alleged victim, were also signed by the Governor.

Other bills aimed at protecting survivors include House Bill 362 – which increases penalties for strangulation – and HB 478 – which specifies that a no contact order must remain in effect for the duration of the offender's jail or prison term and for specified periods following the offender's release while subject to supervision or judicial control. HB 362 passed in the House, but failed to move out of the Senate. HB 478 did not move beyond committee.

House Bill 392, which extends domestic violence protections to victims of dating or intimate partner violence, was added as an amendment during the last few days of session in the House to a bill aimed at strengthening protection orders (SB 76). The amended bill was passed out of the House, but the Senate failed to take up a concurrence vote before the end of the legislative session.

Appendix: Status of Legislation

| Policy Goal | Legislation | Status |
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| Increase the minimum wage | <ol style="list-style-type: none"> 1. HB 486 - Minimum wage (raised to \$10.10 beginning in Jan. 2017) 2. SB 87 - Minimum wage for domestic workers 3. SB 25 - Min wage increase 4. SB 331 - Statewide laws (preemption of local wage or worker benefits) | <ol style="list-style-type: none"> 1. In House Commerce and Labor 2. In Senate Transportation, Commerce and Labor 3. In Senate Transportation, Commerce and Labor 4. Signed by the Governor |
| Improve the state earned income tax credit to benefit more working women | <ol style="list-style-type: none"> 1. SB 21 - Remove income restrictions on EITC | <ol style="list-style-type: none"> 1. In Senate Ways and Means |
| Increase access to paid sick and family leave | <ol style="list-style-type: none"> 1. HB 511 - paid family leave 2. SB 307 - paid family leave 3. SB 331 - Statewide laws (preemption of local wage or worker benefits) | <ol style="list-style-type: none"> 1. In House Insurance 2. In Senate Transportation, Commerce and Labor 3. Signed by the Governor |
| Increase affordability of childcare, expand public preschool | <ol style="list-style-type: none"> 1. HB64 - Biennial Budget - \$119 million in new funding for early care and learning; policy changes to childcare eligibility 2. HB 530 - Sick-child care centers-license | <ol style="list-style-type: none"> 1. Signed by Governor 2. In House Commerce and Labor |
| Ensure pension protection and retirement security | <ol style="list-style-type: none"> 1. HB 64 - Biennial budget amendment (teacher pensions). | <ol style="list-style-type: none"> 1. Adopted in House, then removed by Senate. |
| Ensure pay equity for all women by protecting against pay discrimination on the basis of gender, race, color, religion, sexual orientation, national origin, age, or disability | <ol style="list-style-type: none"> 1. HB 64 - Budget Amendment (salary audits) 2. HB 330 - Equal Pay Act 3. HB 385 - Gender Pay Disparity Task Force 4. HR 56 - Equal Pay Day | <ol style="list-style-type: none"> 1. Tabled 2. In House State Government 3. In House Community and Family Advancement 4. In House State Government |
| Promote fair and flexible work schedules | <ol style="list-style-type: none"> 1. SB 331 - Statewide laws (preemption of local wage or worker benefits) | <ol style="list-style-type: none"> 1. Signed by the Governor |
| Protect the rights of workers to organize and bargain collectively for fair wages, benefits, and working conditions | <ol style="list-style-type: none"> 1. HB 64 - Biennial budget amendment (exclusion of faculty from collective bargaining law) 2. HB 377 - Employee organizations-no requirement to join | <ol style="list-style-type: none"> 1. Adopted in House, then removed by Senate 2. In House Commerce and Labor |
| Support breastfeeding mothers in the workplace | <ol style="list-style-type: none"> 1. SB 301 - Pregnancy Accommodations 2. HB 513 - Jury Duty (Breastfeeding Mother Exemption) 3. HB 511 - paid family leave 4. SB 307 - paid family leave | <ol style="list-style-type: none"> 1. In Senate Civil Justice (Substitute Bill) 2. In House Judiciary 3. In House Insurance 4. In Senate Transportation |
| Protect against discrimination on the basis of pregnancy or caregiver status | <ol style="list-style-type: none"> 1. SB 301 - Pregnancy Accommodations | <ol style="list-style-type: none"> 1. In Senate Civil Justice (Substitute Bill) |
| Study ways to eliminate barriers to women's career advancement | No legislation | N/A |
| Promote ways to ensure opportunity for women to advance and excel in the business and entrepreneurial sector | <ol style="list-style-type: none"> 1. HB 103 - Women's Policy and Entrepreneurial Committee 2. HR 344 - Urging Gender Equity on Corporate Boards 3. SR 373 - Urging Gender Equity on Corporate Boards | <ol style="list-style-type: none"> 1. Passed in House; in Senate Government Oversight and Reform 2. In House State Government 3. In Senate Civil Justice |
| Protect against discrimination against survivors of sexual and domestic violence in housing and the workplace | <ol style="list-style-type: none"> 1. SB 284 - Victims-expunge/intervention-human trafficking/compelling prostitution | <ol style="list-style-type: none"> 1. Passed by Senate; Pending in House. |
| Protect against discrimination in the workplace on the basis of sexual orientation or gender identity | <ol style="list-style-type: none"> 1. HB 389 - (enacts the Ohio Fairness Act to prohibit discrimination on basis of sexual orientation or gender identity or expression) 2. HB 537 - Sexual orientation-housing/employment discrimination/religious beliefs protected/marriage solemnization 3. SB 318 - Civil rights-sexual orientation or gender | <ol style="list-style-type: none"> 1. In House Community and Family Advancement 2. House Community & Family Advancement 3. Senate Criminal Justice |
| Preserve access to and increase affordability of comprehensive healthcare for low-income and working women | <ol style="list-style-type: none"> 1. HB 64 - Budget amendment (Medicaid cost-sharing) 2. HB 356 - State Resources for Abortion 3. HB 272 - Eliminates the "pink tax" 4. HB 360 - Health Insurance for Abortion Coverage 5. HB 294 - Abortion State and Federal De-funding 6. SB 9 - Infant Mortality/Medicaid coverage for pregnant women 7. SB 214 - Planned Parenthood State and Federal Defunding | <ol style="list-style-type: none"> 1. Signed by the Governor 2. House Community and Family Advancement 3. House Ways and Means 4. House Community and Family Advancement 5. Signed by the Governor 6. Senate Medicaid 7. Passed in Senate; referred to House Community & Family Advancement |
| Protect against cultural barriers for obtaining healthcare services | <ol style="list-style-type: none"> 1. HB 514 - Healthcare Professionals, Cultural Competency | <ol style="list-style-type: none"> 1. In House Commerce and Labor |

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| <p>Keep lawmakers and employers out of healthcare decisions</p> | <ol style="list-style-type: none"> 1. SB 68 – Contraception Coverage, Non-Discrimination 2. HB 135 - Unborn child having Down Syndrome-prohibit abortion 3. HB 69 – Abortion (Heartbeat Bill) 4. HB 117 – Abortion (20 Week Ban) 5. HB 255 – Restrict Abortion Inducing Drugs 6. HB 417 – Fetal Remains 7. HB 419 – Fetal Remains Facility Rules 8. SB 127 – Abortion Ban (20 Weeks) 9. SB 203 – Fetal Tissue Use Ban 10. SB 254 – Fetal Remains Facility Rules 11. HB 493 – Child Abuse Reporting | <ol style="list-style-type: none"> 1. In Senate Insurance 2. Reported by House Community & Family Advancement 3. See HB 493 4. In House Community and Family Advancement 5. In House Community and Family Advancement 6. Reported from House Health and Aging 7. Reported from House Health and Aging 8. Signed by the Governor 9. In Senate Health and Human Services 10. Passed in Senate 11. Signed by the Governor, line-item veto of 'Heartbeat Bill' language |
| <p>Restore access to contraception, abortion, and other reproductive healthcare services</p> | <ol style="list-style-type: none"> 1. HB 132 - Prescription contraceptives; pregnancy prevention-sexual assault victims; sex education 2. HB 356 - Abortion care-use state resources to provide 3. HB 357 – Remove Abortion Waiting Periods 4. HB 370 – Eliminate Transfer Agreements 5. HB 376 – Pregnancy Program Information Requirements 6. HB 408 – Reproductive Healthcare Worker/Patient Protections 7. SB 101 - Prescription contraceptives; pregnancy prevention-sexual assault victims; sex education 8. HB 124 - STD Prescriptions | <ol style="list-style-type: none"> 1. In House Health and Aging 2. In House Community and Family Advancement 3. In House Community and Family Advancement 4. In House Community and Family Advancement 5. In House Community and Family Advancement 6. In House Judiciary 7. Senate Health & Human Services 8. Signed by the Governor |
| <p>Ensure the physical and mental health needs of survivors of sexual and domestic violence are met without cost to the survivor, and the crimes against them are investigated</p> | <ol style="list-style-type: none"> 1. HB 6 - Rape and Sexual Battery Criminal Statute of Limitation Extension 2. HB 64 - Biennial budget appropriation (campus sexual assault) 3. HB 132 - Prescription contraceptives; pregnancy prevention-sexual assault victims 4. HB 234 – Eliminate Spousal Exceptions for Rape 5. HB 283 - DNA testing-misdemeanor sex offenses 6. HB 362 - Strangulation-prohibit 7. SB 13 - Rape and Sexual Battery Criminal Statute of Limitation Extension 8. SB 101 - Prescription contraceptives; pregnancy prevention-sexual assault victims; sex education | <ol style="list-style-type: none"> 1. Signed by the Governor 2. Signed by the Governor 3. In House Health & Aging 4. In House Judiciary 5. In House Judiciary 6. Passed by House 7. See HB 6 8. Senate Health & Human Services |
| <p>Support community programs that prevent sexual and domestic violence such as healthy relationship education</p> | <ol style="list-style-type: none"> 1. HB 64 - Biennial budget appropriation increase (rape crisis centers) 2. HB 85 - Child sexual abuse and its prevention-student instruction/in-service staff training 3. HB 294– Abortion State and Federal Defunding | <ol style="list-style-type: none"> 1. Signed by the Governor 2. Passed in House – In Senate Educaiotn Committee 3. Signed by the Governor |
| <p>Protect sexual and domestic violence and stalking survivors</p> | <ol style="list-style-type: none"> 1. HB 151 – expands the penalties for stalking and telecommunications harassment 2. HB 193 – Address Confidentiality 3. HB 359 – Address Confidentiality 4. HB 362 – Strangulation (Increased Penalty) 5. HB 392 – Domestic Violence Protections (Intimate Partners) 6. HB 478 - Offender - No Contact Order 7. SB 76 – Protection Order 8. SB 83 – Address Confidentiality 9. SB 222 – Address Confidentiality 10. HB 451 – Protection Orders | <ol style="list-style-type: none"> 1. Signed by the Governor 2. See HB 359 3. Signed by the Governor 4. Passed in House 5. See SB 76 6. In House Judiciary 7. Passed in House, informally passed in Senate 8. See HB 359 9. See HB 359 10. Signed by the Governor |